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QHC / Fed Pers

MAY 8 1987

The Honorable Patricia Schroeder
Chairwoman
Subcommittee on Civil Service
Committee on Post Office and Civil Service
House of Representatives
Washington, DC 20515

Dear Madam Chairwoman:

This is in response to your letter of April 24, 1987 regarding the Office of Personnel Management (OPM) request concerning recruitment on college campuses.

Personnel of this Agency are recruited and appointed on an "excepted" basis under the authority of the Director of Central Intelligence. For this reason, we do not utilize the recruitment or appointment mechanisms of OPM and had no pertinent response to their inquiry. For your information, our own recruitment program is presently working very well in locating effective college recruitment sources including the shortage occupations. In this regard, we would be happy to discuss any aspects of our program with you, if that would be helpful.

Please let me know if we can be of any further assistance.

Sincerely,



Hugh E. Price
Director of Personnel

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PATRICIA SCHROEDER, COLORADO, CHAIRWOMAN
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U.S. House of Representatives

COMMITTEE ON POST OFFICE AND CIVIL SERVICE

SUBCOMMITTEE ON CIVIL SERVICE

122 CANNON HOUSE OFFICE BUILDING

Washington, DC 20515

TELEPHONE (202) 225-4025

April 24, 1987

Mr. Hugh E. Price
Director of Personnel, CIA
Washington, DC 20505

Dear Mr. Price:

Recently, Office of Personnel Management (OPM) Director Constance Horner sent a memorandum to all personnel directors requesting information by April 17, 1987 concerning recruitment of college graduates.

The Subcommittee on Civil Service is also looking into this issue. I would greatly appreciate your sending me a copy of your response.

Thank you for your help.

With kind regards,

Sincerely,



PATRICIA SCHROEDER
Chairwoman



UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
WASHINGTON, D.C. 20415

Office of the Director

MAR 23 1987

MEMORANDUM FOR DIRECTORS OF PERSONNEL

FROM: CONSTANCE HORNER
DIRECTOR

SUBJECT: REQUEST FOR INFORMATION ON RECRUITING ISSUES

I know that many of you are concerned about the recent ruling on the Schedule B "PAC" hiring authority. Some of you also have expressed concern about the absence of a uniform examining system. These issues are currently under litigation and we must await the conclusion.

But in the meantime, I wish to move ahead on seeking ways to provide agencies with additional recruiting flexibility and to improve Federal recruiting. The Office of Personnel Management (OPM) is developing new programs involving voluntary agency participation aimed at recruiting college graduates for the Federal service. It is my plan to revitalize recruiting ties between the Federal Government and colleges and universities.

Therefore, I am interested in knowing of any assistance you need and of any impediments or barriers to recruiting college graduates which your agency may be experiencing. In particular, I would appreciate receiving from you information on the following:

- any help you need or would like in recruiting college graduates
- any current OPM regulations or procedures which your agency finds unduly restrictive, or which result in college recruiting problems
- any difficulties you are experiencing in locating effective college recruiting sources, especially for shortage occupations or target group members
- any thoughts you have on ways to improve the system.

So that we may begin to deal quickly with any problems, I would like to hear from you by April 17, 1987. Please direct your comments to Robert Franco, Chief of Recruiting. If you have any questions please feel free to call Mr. Franco on 632-5607.

CON 131-65-2
May 1986